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ABSTRACT

The Texas State Legislature required the state's Higher Education Coordinating Board to study the disparity between the salary and benefits received by part-time faculty members and the salary and benefits received by full-time faculty members at institutions of higher education. Data from a variety of sources were used to study faculty salaries. The estimated cost of bringing all part-time faculty to salary parity with full-time faculty is $142 million. The largest portion is attributed to community colleges, and achieving parity at four-year institutions is projected to cost $41 million. Part-time faculty salary has not kept pace with changes in full-time faculty at four-year institutions since the Higher Education Coordinating Board last studied the issue in 1990, but the situation has improved slightly at community colleges. The use of part-time faculty has increased in every sector of Texas higher education except the Texas State Technical Colleges, and the disparity in salaries continues to grow except in community colleges. Although some differences in pay may be appropriate, the widening gap in total compensation over time is a concern. However, there appears to be an adequate pool of qualified people willing to fill the available part-time positions. (Contains 24 charts and 12 tables.) (SLD)

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ED 467 332

A STUDY OF DISPARITIES IN COMPENSATION FOR PART-TIME AND FULL-TIME FACULTY

DIRECTED BY HOUSE BILL 2397 77th LEGISLATURE

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July 16, 2002

Division of Finance, Campus Planning, and Research
Texas Higher Education Coordinating Board

HE035130

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Coordinating Board Mission

The mission of the Texas Higher Education Coordinating Board is to provide the Legislature advice and comprehensive planning capability for higher education, to coordinate the effective delivery of higher education, to efficiently administer assigned statewide programs, and to advance higher education for the people of Texas.

THECB Strategic Plan

Coordinating Board Philosophy

The Texas Higher Education Coordinating Board will promote access to quality higher education across the state with the conviction that access without quality is mediocrity and that quality without access is unacceptable. The Board will be open, ethical, responsive, and committed to public service. The Board will approach its work with a sense of purpose and responsibility to the people of Texas and is committed to the best use of public monies.

THECB Strategic Plan

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Executive Summary

House Bill 2397 of the 77th Legislature added Section 61.0816 to the Texas Education Code, requiring the Higher Education Coordinating Board to:

> "...conduct a study and make findings and recommendations the board considers appropriate regarding any disparity between the salary and benefits received by part-time faculty members and the salary and benefits received by full time faculty members at institutions of higher education. Not later than September 1, 2002, the Board shall submit to the governor and to the presiding officer of each house of the legislature a written report summarizing the study, findings and recommendations of the board..."

The estimated cost of bringing all part-time faculty to salary parity[1] with full-time faculty is $142 million. The largest portion is attributed to community colleges ($101 million), which have also continued to make the greatest use of part-time faculty. Achieving salary parity at four-year institutions is projected to cost $41 million; at Texas State Technical College System, $330,056, and; at the Lamar State Colleges, $941,716.

Rank and Employment Level	FTE for Part-Time	Average Annual Salary	Total Dollars	Estimated Cost of Full Parity
Assistant Professor, Full-time		$47,704	$110,434,760	
All Ranks Except TAs, Part-time	2,315	$30,186	$69,880,590	$40,554,170
Community College, Full-time		$40,944	$192,000,337	
Community College, Part-time	4,689	$19,476	$91,329,586	$100,670,751
TSTC, Full-time		$32,251	$701,459	
TSTC, Part-time	22	$17,076	$371,403	$330,056
Lamar State Colleges, Full-time		$34,648	$2,188,368	
Lamar State Colleges, Part- Time	63	$19,738	$1,246,652	$941,716
Estimated Cost of Parity, Part-time to Full-time Salaries				**$142,496,693**

Part-time faculty salary has not kept pace with changes in full-time faculty at four-year institutions since the Coordinating Board last studied this issue in 1990, but has improved slightly at community colleges. The use of part-time faculty has continued to increase at both four- and two-year institutions, with fairly substantial increases at the community colleges. Provision of health insurance and other benefits to part-time faculty also does not appear to be occurring on a widespread basis. The use of part-time faculty at the Texas State Technical College System has been erratic over the last decade. In 1990 their use of part-time faculty was relatively low, but average salary was greater than their full-time counterparts. Use of part-time faculty spiked upwards significantly in 1995, but average salary dropped in both absolute and relative terms. At the Lamar State Colleges, average part-time faculty salary was relatively high for 1990 and 1995, but dropped precipitously in 2000. Use of part-time faculty, on an FTE basis, has remained fairly stable over the decade for Lamar State Colleges.

[1] The analysis conducted by Coordinating Board staff is based on salary cost data from Fall 2000. However, because Texas institutions of higher education do not report separate data on benefits for part-time faculty, staff relied upon limited survey data.

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1. Background

Section 61.0816 of the Texas Education Code (Faculty Compensation Disparity Study and Report) is reproduced below:

(a) The board shall conduct a study and make findings and recommendations the board considers appropriate regarding any disparity between the salary and benefits received by part-time faculty members and the salary and benefits received by full time faculty members at institutions of higher education.

(b) Not later than September 1, 2002, the Board shall submit to the governor and to the presiding officer of each house of the legislature a written report summarizing the study, findings and recommendations of the board under Subsection (a). The information in the report shall be reported without identifying specific individuals.

(c) This section expires December 1, 2002.

This analysis is an update of an earlier study that was published by the Coordinating Board in July 1990. The 1990 study's general recommendation was that:

> All institutions of higher education in Texas should examine their use of part-time faculty, reduce inappropriate employment of them, and work to insure their integration and participation in the institution's faculty community.

The report then listed 24 recommendations that tended to focus on a limited number of broader issues that provided a framework for the study.

In the 1990 study, the analysis indicated that part-time faculty members received approximately 40 percent of the salary paid to his/her full-time counterpart[2]. Additionally, part-time faculty was often excluded from health insurance and other benefits. The original study indicated that more than 80 percent of the two-year and 50 percent of four-year institutions had no health insurance plan available for part-time faculty with less than 50 percent, teaching load. However, the study provided no estimates of the costs associated with eliminating those inequities. This report estimates a portion of those costs.

The 1990 study specifically recommended that the Coordinating Board should examine its methodology for collecting institutional data to insure that part-time faculty can be identified and included in faculty statistics published in the agency's statistical supplement. Data collected as a result of this recommendation form the primary foundation for this study. Unfortunately, there is still not good data being reported on health insurance and other benefits received by part-time faculty. Anecdotal evidence suggests that this has not changed significantly over the past decade.

Drawing on salary information reported to the Coordinating Board for Fiscal Years 1990, 1995, and 2000, comparisons of full-time and part-time faculty are made for universities, community colleges, the Texas State Technical College System, and the Lamar State Colleges.

[2] Because the reporting requirements differ, the results of the 1990 study were not replicated.

2. Comparisons of Faculty Salaries for Part-Time and Full-time Faculty

2.1 Universities

Since 1990, average part-time faculty salary[3] has grown more slowly than that of their full-time colleagues. However, the number of part-time faculty has increased, on both an absolute and relative basis. Part-time faculty, as a percentage of full-time faculty, has grown 11percent. The corresponding ratio for full-time equivalents (FTE) faculty has increased 4 percent.

Universities

TABLE 1
Average Faculty Salaries -- All Ranks Except Teaching Assistants (TAs)

Fiscal Year	Full-Time	Part-Time	Difference	PT Percent of FT
1990	$40,887	$22,771	$18,116	56%
1995	$47,026	$25,042	$21,984	53%
2000	$56,234	$30,186	$26,048	54%

TABLE 2
Headcount -- All Ranks Except TAs

Fiscal Year	Full-Time	Part-Time	Difference	PT Percent of FT
1990	12,181	4,244	7,937	35%
1995	12,832	4,650	8,182	36%
2000	13,521	6,160	7,361	46%

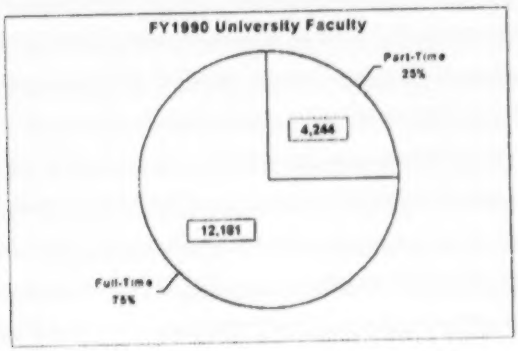
TABLE 3
Full-Time Equivalents -- All Ranks Except TAs

Fiscal Year	Full-Time	Part-Time	Difference	PT Percent of FT
1990	12,111.43	1,629.55	10,481.88	13%
1995	12,769.72	1,800.89	10,968.83	14%
2000	13,265.59	2,315.00	10,950.59	17%

[3] Part-time salaries have been prorated to a full-time (FT) basis.

Part-Time Faculty accounts for a growing proportion of Texas public university faculty.

Chart 1



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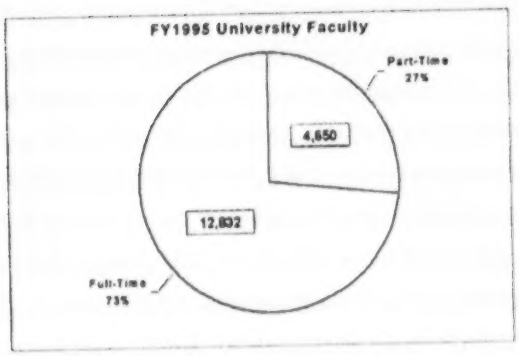

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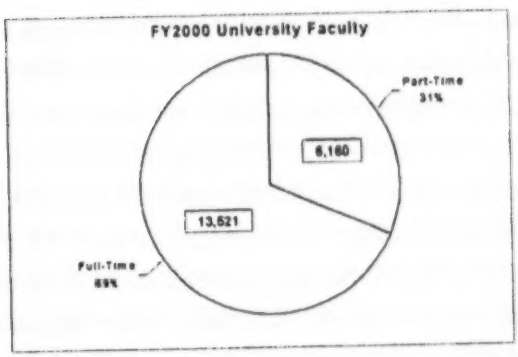

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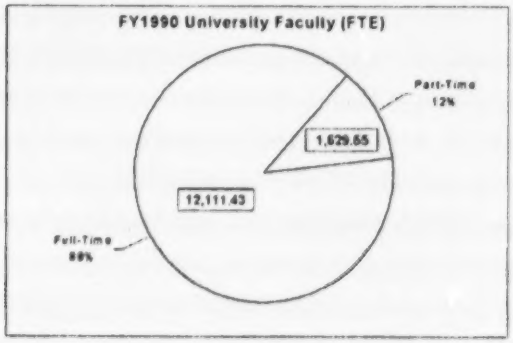
Converted to full-time equivalent (FTE's) faculty, part-time faculty account for a growing proportion of total FTE faculty in Texas public universities.

Chart 4



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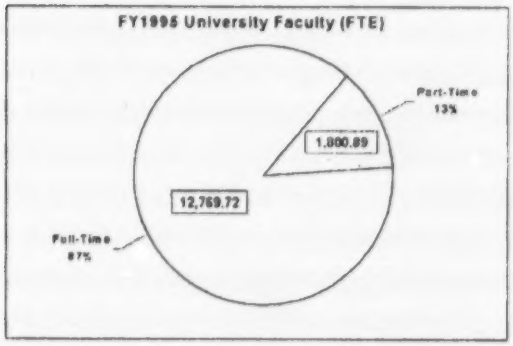

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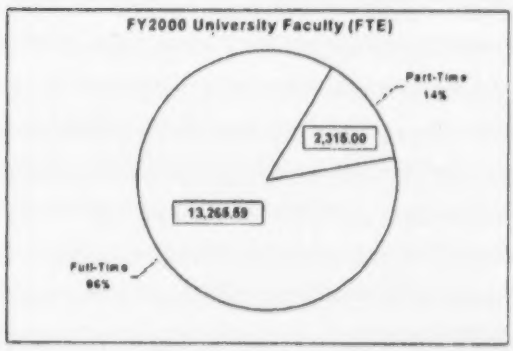

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2.2 Community Colleges

Average faculty salaries for part-time faculty have increased, in both absolute terms and relative to their full-time counterparts at community colleges. Community colleges have always used a far higher proportion of part-time faculty than the four-year institutions, and this trend has continued. Over the period, the use of part-time faculty has increased fairly dramatically at community colleges, with part-time faculty headcounts increasing by 29 percent, compared to a 18 percent increase for full-time faculty. On a FTE basis, full-time has changed only 17 percent, while part-time FTEs have increased by 42 percent.

Community Colleges

TABLE 4
Average Faculty Salaries

Fiscal Year	Full-Time	Part-Time	Difference	PT Percent of FT
1990	$32,693	$13,814	$18,879	42%
1995	$37,106	$16,174	$20,932	44%
2000	$40,944	$19,476	$21,468	48%

TABLE 5
Headcount

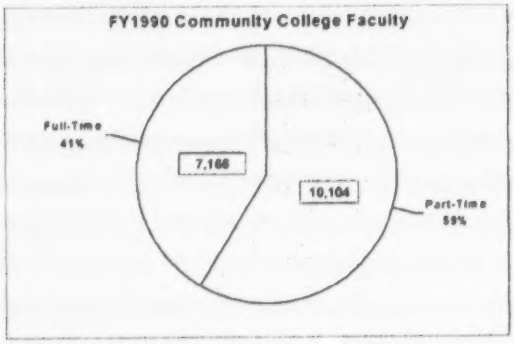
Fiscal Year	Full-Time	Part-Time	Difference	PT Percent of FT
1990	7,166	10,104	(2,938)	141%
1995	7,413	12,543	(5,130)	169%
2000	8,433	13,009	(4,576)	154%

TABLE 6
Full-Time Equivalents

Fiscal Year	Full-Time	Part-Time	Difference	PT Percent of FT
1990	7,149.63	3,296.72	3,852.91	46%
1995	7,340.24	4,309.33	3,030.91	59%
2000	8,347.15	4,689.34	3,657.81	56%

Part-Time Faculty has accounted for nearly two-thirds of all faculty at Texas community colleges over the past ten years.

Chart 7



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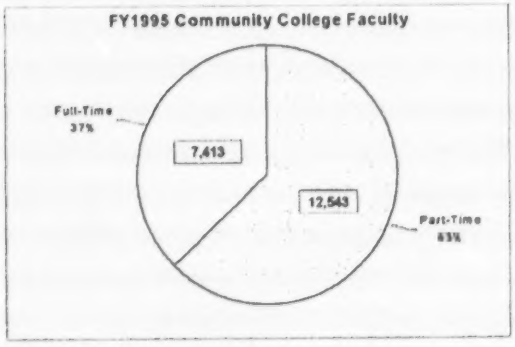

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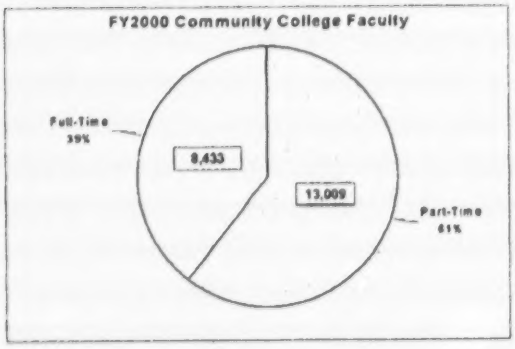

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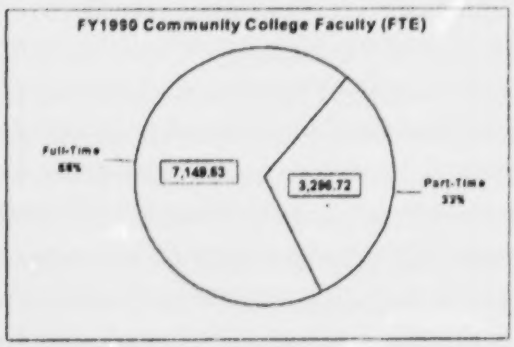
Part-time faculty accounts for approximately one-third of the full-time equivalent (FTE) faculty at Texas community colleges over the past ten years.

Chart 10



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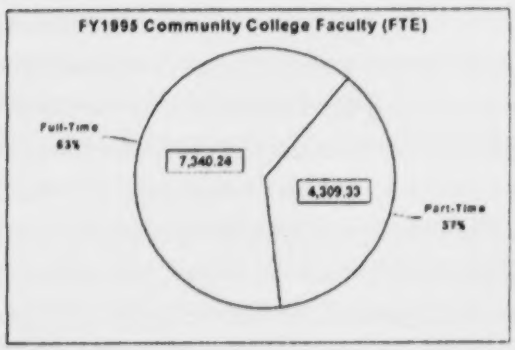

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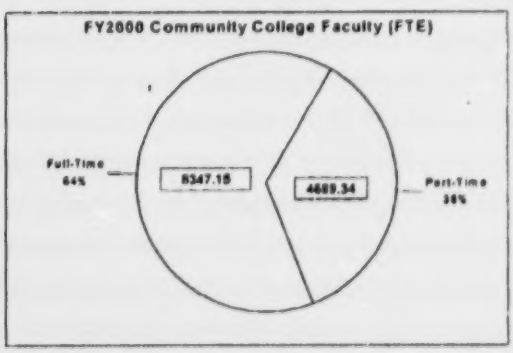

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2.3 Technical Colleges

Average salaries for part-time faculty at the Texas State Technical College System dropped dramatically to 53 percent of full-time faculty by 2000, and in 1995 the part-time faculty headcount spiked more than 400 percent to over 200. However, given the overall limited use of part-time faculty by TSTC, not much useful information can be drawn from these results.

Texas State Technical Colleges

TABLE 7
Average Faculty Salaries

Fiscal Year	Full-Time	Part-Time	Difference	PT Percent of FT
1990	$24,626	$25,108	($482)	102%
1995	$26,296	$17,151	$9,145	65%
2000	$32,251	$17,076	$15,175	53%

TABLE 8
Headcount

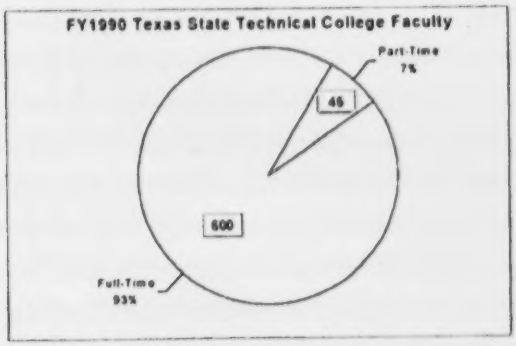
Fiscal Year	Full-Time	Part-Time	Difference	PT Percent of FT
1990	600	45	555	8%
1995	502	202	300	40%
2000	515	84	431	16%

TABLE 9
Full-Time Equivalents

Fiscal Year	Full-Time	Part-Time	Difference	PT Percent of FT
1990	600.00	14.27	585.73	2%
1995	502.00	47.30	454.70	9%
2000	515.00	21.75	493.25	4%

The number of part-time faculty increased substantially during the middle of the study period, but has decreased since then at Texas State Technical College System.

Chart 13



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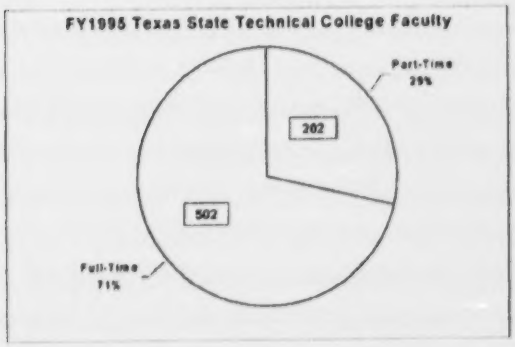

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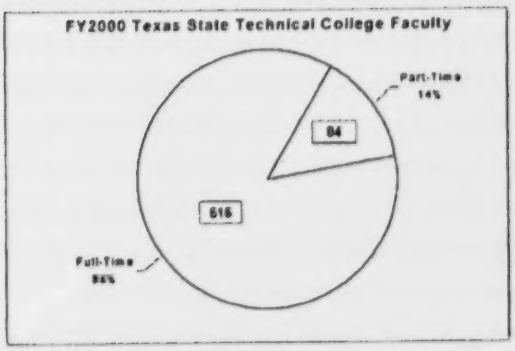

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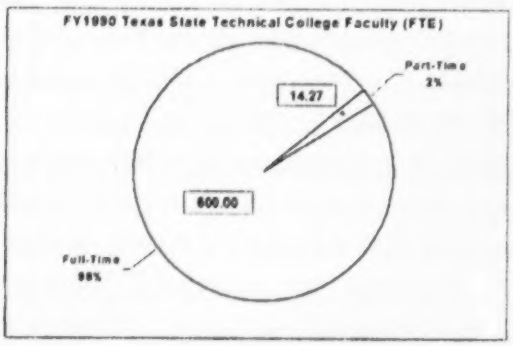
Part-time faculty account for a small proportion of full-time equivalents (FTE) at the Texas State Technical College System.

Chart 16



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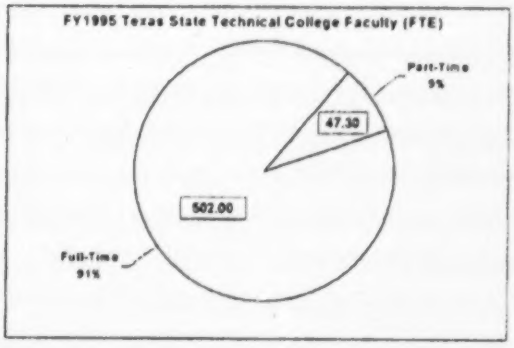

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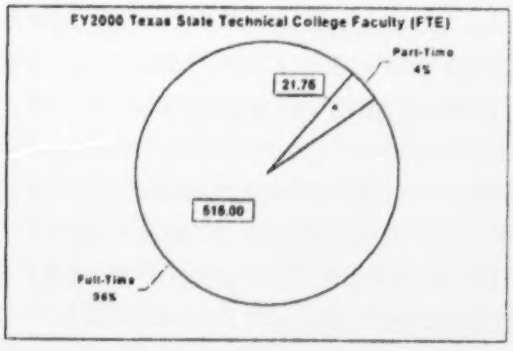

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2.4 Lamar State Colleges

Average part-time faculty salaries have declined over the period, with part-time faculty receiving 57 percent of the salary of their full-time counterparts in 2000. The number and proportion of part-time faculty have increased.

Lamar State Colleges

TABLE 10
Average Faculty Salaries

Fiscal Year	Full-Time	Part-Time	Difference	PT Percent of FT
1990	$23,846	$17,385	$6,461	73%
1995	$28,454	$20,984	$7,470	74%
2000	$34,648	$19,738	$14,910	57%

TABLE 11
Headcount

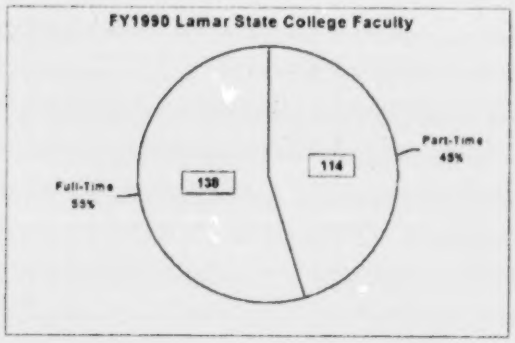
Fiscal Year	Full-Time	Part-Time	Difference	PT Percent of FT
1990	138	114	24	83%
1995	142	123	19	87%
2000	188	184	4	98%

TABLE 12
Full-Time Equivalents

Fiscal Year	Full-Time	Part-Time	Difference	PT Percent of FT
1990	137.30	39.47	97.83	29%
1995	141.55	47.03	94.52	33%
2000	186.94	63.16	123.78	34%

Part-time faculty account for nearly one-half of the faculty at the Lamar State Colleges.

Chart 19



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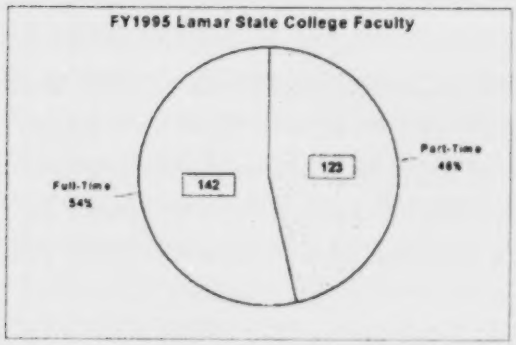

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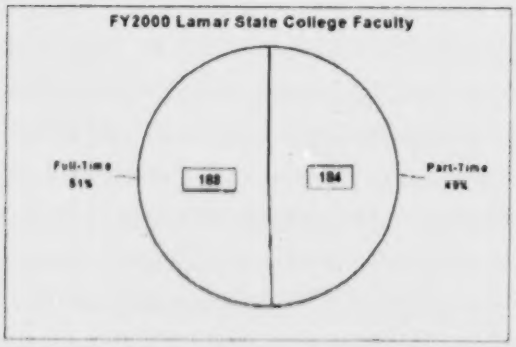

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Part-time faculty account for approximately one-fourth of the full-time equivalents (FTE) faculty at Lamar State Colleges.

Chart 22

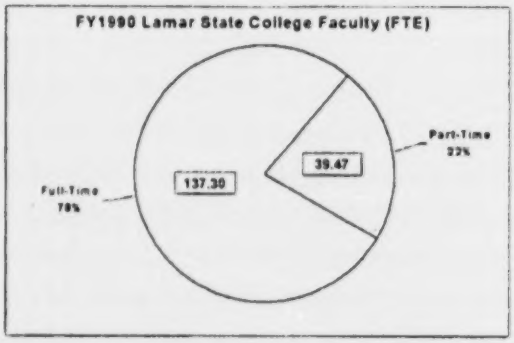


Chart 23

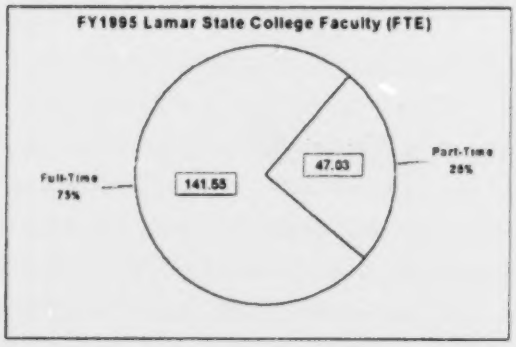
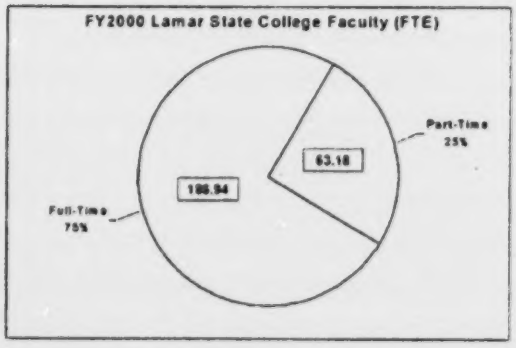


Chart 24



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3. Conclusions

The use of part-time faculty has increased in every sector of Texas higher education, except for the Texas State Technical Colleges. The disparity in salaries continues to grow, except at community colleges. Some differences in full-time-equivalent salaries might be expected because full-time faculty often participates in the administration of the institution, as well as providing service to the community and their professions. Also, at universities, in addition to their assigned instructional duties, full-time faculty more often conduct research for which no separate payment is received. These professional commitments can represent a significant portion of the full-time-faculty total workload. Alternatively, part-time faculty is generally hired only to perform instruction and instruction-related duties, and complete comparability of salaries between full-time and part-time faculty would not be expected.

Although some differences in pay may be appropriate, the widening gap in total compensation over time is a concern. However, there appears to be an adequate pool of qualified people willing to fill the available part-time positions. Institutions should continue to examine their use of part-time faculty and insure that quality education is being provided.

Related reports available from the Texas Higher Education Coordinating Board, Division of Finance, Campus Planning, and Research.

Study on the Use of Part-Time Faculty, THECB, July 1990

This document is available on the
Texas Higher Education Coordinating Board
World Wide Web site
http://www.thecb.state.tx.us

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